



28 February 2019

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**Information circular\***

To: Members of the staff

From: The Assistant Secretary-General for Human Resources

Subject: **Pensionable remuneration for staff in the Professional and higher categories and for staff in the Field Service category**

1. The current procedure for adjusting the scale of pensionable remuneration for staff in the Professional and higher categories provides for the scale to be revised on the same date as the net remuneration amounts (base salary plus post adjustment) of staff in the Professional and higher categories in New York are adjusted. The scale of pensionable remuneration for those categories, in accordance with the provisions of article 51 (b) of the Regulations of the United Nations Joint Staff Pension Fund, must be adjusted with the same effective date and by the same percentage as the net remuneration increase. Furthermore, the revised common scale of staff assessment, effective 1 January 2019, has also affected the calculation of the pensionable remuneration (see annex III).

2. In accordance with the procedure described in paragraph 1 above, the Chair of the International Civil Service Commission has promulgated the consequent revised scale of pensionable remuneration applicable to staff in the Professional and higher categories, with effect from 1 January 2019. The revised scale is provided in annex I to the present circular.

3. The pensionable remuneration amounts for staff in the Field Service category have also been revised with effect from 1 January 2019. The revised scale is set out in annex II to the present circular.

4. The January 2019 statements of earnings and deductions will reflect the changes in the monthly pension contributions resulting from the revised scales of pensionable remuneration contained in annexes I and II to the present circular.

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\* The present circular, which cancels and supersedes circular [ST/IC/2017/11](#), will be in effect until further notice.



## Annex I

## Pensionable remuneration for staff in the Professional and higher categories

Effective 1 January 2019

(United States dollars)

| Level | Steps   |         |         |         |         |         |         |         |         |         |         |         |         |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|       | I       | II      | III     | IV      | V       | VI      | VII     | VIII    | IX      | X       | XI      | XII     | XIII    |
| USG   | 318 725 |         |         |         |         |         |         |         |         |         |         |         |         |
| ASG   | 295 906 |         |         |         |         |         |         |         |         |         |         |         |         |
| D-2   | 242 139 | 247 198 | 252 257 | 257 320 | 262 386 | 267 447 | 272 506 | 277 567 | 282 628 | 287 686 |         |         |         |
| D-1   | 217 729 | 222 175 | 226 622 | 231 070 | 235 503 | 239 951 | 244 396 | 248 834 | 253 284 | 257 724 | 262 167 | 266 608 | 271 053 |
| P-5   | 188 905 | 192 685 | 196 470 | 200 245 | 204 030 | 207 805 | 211 592 | 215 369 | 219 149 | 222 929 | 226 711 | 230 487 | 234 271 |
| P-4   | 155 742 | 159 340 | 162 937 | 166 535 | 170 132 | 173 738 | 177 391 | 181 040 | 184 686 | 188 332 | 191 987 | 195 626 | 199 276 |
| P-3   | 127 566 | 130 834 | 134 165 | 137 492 | 140 823 | 144 152 | 147 480 | 150 816 | 154 142 | 157 471 | 160 807 | 164 133 | 167 467 |
| P-2   | 98 970  | 101 868 | 104 764 | 107 660 | 110 560 | 113 460 | 116 361 | 119 252 | 122 153 | 125 049 | 127 945 | 130 878 | 133 853 |
| P-1   | 76 537  | 78 902  | 81 264  | 83 629  | 85 990  | 88 432  | 90 891  | 93 351  | 95 810  | 98 270  | 100 729 | 103 185 | 105 646 |

Abbreviations: ASG, Assistant Secretary-General; USG, Under-Secretary-General.

**Annex II****Pensionable remuneration****Pensionable remuneration for staff in the Field Service category****Effective 1 January 2019**

(United States dollars)

| <i>Level</i> | <i>Steps</i> |           |            |           |          |           |            |             |           |          |           |            |             |
|--------------|--------------|-----------|------------|-----------|----------|-----------|------------|-------------|-----------|----------|-----------|------------|-------------|
|              | <i>I</i>     | <i>II</i> | <i>III</i> | <i>IV</i> | <i>V</i> | <i>VI</i> | <i>VII</i> | <i>VIII</i> | <i>IX</i> | <i>X</i> | <i>XI</i> | <i>XII</i> | <i>XIII</i> |
| FS-7         | 154 780      | 158 579   | 162 374    | 166 150   | 169 940  | 173 738   | 177 586    | 181 420     | 185 269   | 189 110  | 192 953   | 196 801    | 200 649     |
| FS-6         | 128 403      | 131 845   | 135 338    | 138 815   | 142 295  | 145 777   | 149 265    | 152 763     | 156 238   | 159 722  | 163 211   | 166 692    | 170 172     |
| FS-5         | 110 619      | 113 506   | 116 399    | 119 286   | 122 184  | 125 078   | 127 974    | 130 895     | 133 876   | 136 847  | 139 819   | 142 796    | 145 760     |
| FS-4         | 97 100       | 99 513    | 101 913    | 104 308   | 106 712  | 109 110   | 111 507    | 113 916     | 116 314   | 118 718  | 121 120   | 123 443    | 125 922     |
| FS-3         | 85 339       | 87 345    | 89 380     | 91 418    | 93 457   | 95 507    | 97 544     | 99 587      | 101 635   | 103 663  | 105 706   | 107 752    | 109 800     |
| FS-2         | 75 570       | 77 304    | 79 043     | 80 772    | 82 508   | 84 238    | 85 898     | 87 758      | 89 564    | 91 367   | 93 169    | 94 966     | 96 766      |
| FS-1         | 67 028       | 68 554    | 70 073     | 71 597    | 73 119   | 74 653    | 76 177     | 77 694      | 79 222    | 80 744   | 82 266    | 83 785     | 85 307      |

**Pensionable remuneration for staff members subject to pay protection measures\*****Effective 1 January 2019**

(United States dollars)

| <i>Level</i> | <i>Pay protection measure 1</i> | <i>Pay protection measure 2</i> |
|--------------|---------------------------------|---------------------------------|
| P-4          | 202 927                         | 206 577                         |
| P-3          | 170 793                         | 174 138                         |
| P-2          | 136 833                         | –                               |
| P-1          | 108 104                         | –                               |
| FS-4         | 128 321                         | 130 746                         |
| FS-3         | 111 839                         | 113 878                         |

\* See [ST/IC/2019/10](#) for more details on the pay protection measures.

**Annex III****Common scale of staff assessment****Effective 1 January 2019**

| <i>Total assessable payment (United States dollars)</i> | <i>Staff assessment rates used in conjunction with pensionable remuneration (percentage)</i> |
|---|--|
| First 20 000  | 19   |
| Next 20 000   | 23   |
| Next 20 000   | 26   |
| Next 20 000   | 28   |
| Remaining assessable amount                             | 29   |